

Boston Wins \$42 Hike To \$208; \$200 Top Gained In Santa Rosa

THE GUILD REPORTER

OFFICIAL ORGAN OF THE AMERICAN NEWSPAPER GUILD (AFL-CIO, CLC)

Vol. XXXIV, No. 5 Washington, D. C. February 24, 1967

ANG Probes Foundations Supplying Oversea Funds

ANG this week called upon the foundations that have been supporting its international-affairs program for an accounting of the sources of their funds following published reports that foundations that have made grants to the program are "pipelines" for Central Intelligence Agency money.

In letters to the foundations, ANG officers demanded to know whether the foundations have ever received any funds, "directly or indirectly," from the CIA. They said the Guild would immediately terminate its relationship with any foundation that has. (Text of Guild letter on Page 5.)

In a statement issued earlier, President Arthur Rosenstock, Executive Vice President William J. Brown and Secretary-Treasurer Charles A. Perlik, Jr., categorically denied any knowledge that any of the nearly one million dollars in foundation money "came from the CIA or any other U.S. or other government source."

Resolutions supporting ANG's international program were passed this week by the Empire State and Western District Councils and the executive board of the New York Guild.

The executive board of the Washington-Baltimore Guild,

while saying that it was "in no way prejudging or questioning the good faith or judgment of present or past Guild officers," called for appointment of a special Guild committee to investigate whether any of the foundation funds came from the CIA.

Robert L. Asher, president of the Washington-Baltimore Local, joined Farson in a letter to the ANG's Overseas Work: Unionism and Journalism... Page 5

Washington Post protesting as a "malicious slander" an editorial accusing the Guild of being an "eager victim" of the CIA.

In New York 32 Guild members at the Daily News petitioned the International Executive Board to convene "a special emergency meeting" in New York to explain "in full" what the petitioners described as "the alleged arrangements or agreements between the ANG and the CIA."

Other reaction from Guild members, as stated in letters and telegrams to the officers, ranged from expressions of support, through "shock and dismay" from eight members in York, to an "invitation" to Perlik to resign from six members in San Francisco.

The ANG officers, in their joint

statement, said "the Guild has never used its international-affairs program as a forum to deliver anything but its trade-union message."

"No one has sought to have it do otherwise," they declared.

"The Guild is inquiring into the allegations published about the foundations and, of course, will immediately terminate its relationship with any found linked to CIA," they said. "The Guild has every hope of continuing this worthwhile program and will, if necessary, seek alternative sources of financial assistance for this purpose."

First reports concerning the foundations followed the announcement early last week by officers of the National Student Association that its international program had been getting CIA moneys through foundations for the past 15 years.

Other organizations subsequently named as recipients of funds from foundations linked to the CIA include the National Council of Churches, National Education Association, Young Women's Christian Association, American Friends Service Committee and the State, County and Municipal Employees Union.

(Continued on Page 4)

\$256 Is Won At Time, \$201 At Central Press

The \$200 top-minimum barrier was hurdled all across the continent last week in settlements providing \$208 in Boston, \$200 in Santa Rosa, \$256 in New York and \$201 in Cleveland.

The Boston Guild won a \$42 increase over three years to raise the top for display and outside classified salesmen to \$208, winning a \$40.75 increase, to \$200, for reporters.

The San Francisco-Oakland Guild won a \$200 reporter top at the Santa Rosa Press-Democrat with a hike of \$28.75 over three years.

New York's Time Inc. Unit, with an immediate jump of \$16 in a two-year pact, won \$256, highest key top minimum in the Guild. (Story on Page 2.)

And at Hearst's Central Press, the Cleveland Guild won \$33.67 over three years, pegging the top at \$201. (Story on Page 2.)

Santa Rosa

Santa Rosa, Calif.—The San Francisco-Oakland Guild last week won a \$200 reporter top on the 42,000-circulation Santa Rosa Press-Democrat, raising the minimum by \$28.75 over three years.

The settlement also gives the Guild a shorter work week and \$3 in pension money.

The contract provides the Guild's first \$200 top minimum on a paper with less than 50,000 circulation.

The \$200 top will be reached in six steps: \$5 retroactive to July 15, \$5 next July 15, \$2 next Jan. 15, \$7 July 15, 1968, \$5 Jan. 15, 1969, and \$4.75 July 13, 1969, three days before the contract expires.

The top minimum for society reporters rises a total of \$32.25, to \$187.25.

Other minimums rise in three steps in amounts of \$6 for library clerks and \$6.25 for office boys, but the incumbent in each job receives a \$10.50 raise in three

(Continued on Page 4)

Boston

Boston, Mass.—The Boston Guild's Herald-Traveler Unit last week won top minimums of \$208 for display and outside classified salesmen, up \$42, and \$208 for reporters, up \$40.75.

The average \$14-a-year increase for ad salesmen in the three-year contract is the largest annual increase in key top minimums in any Guild newspaper contract since the postwar settlements of 1946-47.

The settlement came Feb. 13, less than 24 hours after the unit voted 150 to 15 to authorize strike action, setting a Feb. 19 deadline.

The largest increase, \$46.42, goes to the city editor, telegraph editor, cartoonist, cashier, senior programmer analyst and city, country and suburban circulators, all of whom go to \$228.92. They receive \$6.39 retroactive to Jan. 1, \$5.67 July 1, \$11.67 next Jan. 1 and \$22.69 Jan. 1, 1969.

Rising to \$208 along with ad (Continued on Page 4)

Twin Cities Admits Charges, Loses Convention Votes; Controls Imposed

The International Executive Board last week penalized the Twin Cities Guild for executing a 42-month contract in defiance of the IEB Contracts Committee by suspending the local's 1967 convention representation and imposing strict controls on future Twin Cities bargaining.

The penalties were imposed by a unanimous vote after John Carmichael, the local's executive secretary, entered a guilty plea on the local's behalf.

The local was charged with violating the ANG Constitution by submitting the contract for ratification and signing it in the face of the Contracts Committee's denial of permission and a specific constitutional limitation on long-term contracts.

ANG's "constitutional system of bargaining cannot survive an unpunished defiance so open and contemptuous," the IEB declared in suspending the local's convention representation. "Revocation of charter is amply justified."

"The IEB hopes, however, that a partial suspension will be sufficient to persuade the Twin Cities Local that a local Guild cannot remain in ANG and defy its constitutional bargaining system whenever the local judgment does not coincide with that of the IEB."

In addition to denying the local representation at this year's convention—except insofar as it may appeal the IEB's action to the convention—the board imposed the following penalties:

► Required the local to notify ANG of future meetings on bargaining policy, contract negotiations and ratification sessions, and empowered ANG to design-

ate a representative to participate in them.

► Reserved the right to appoint an ANG bargaining administrator for the local, if it should be deemed "appropriate,"

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Text of IEB Findings and Penalty... Page 7

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Freeing Of Convicts Wins 2nd Broun Award In Row

Gene Miller of the Miami Herald last week was named winner of ANG's 1966 Heywood Broun Memorial Award.

Miller, a member of the Richmond Guild from 1953 to 1957 before joining the Herald, won the \$1,000 award for two series of stories that gained freedom for two persons unjustly convicted of murder.

It was the second consecutive year in which the award went to

a Florida newspaperman for getting wrongfully convicted prisoners out of jail. Last year's winner, John A. Frasca of the Tampa Tribune, received the award for a series of stories that led to the release of a man convicted of a holdup and the jailing of four others, including a police chief.

The judges—columnist Robert D. Novak, Warren Rogers, Look Magazine's Washington edi-

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Anderson Wins Service Award

Joe Holt Anderson, Jr., past president of the Washington-Baltimore Guild, was named winner of the 1967 Guild Service Award last week. Anderson was selected by a panel of judges at the International Executive Board's Feb. 13-16 meeting.

Details on Page 8



TO THE WINNER: Miami Herald reporter Gene Miller, left, receives \$1,000 check, his prize for winning

ANG's 1966 Heywood Broun Award contest, from Robert D. Novak, spokesman for the judges, as ANG President Arthur Rosenstock looks on.

Pay Gains Must Spread To Small Dailies, Says IEB

Guild members on small and medium dailies must share in the record wage gains that have marked recent Guild settlements, the International Executive Board declared last week.

"Even the smallest Guild local on the smallest paper can have its place in the sun if its members believe in their right to have it and are willing to fight for it," the board asserted.

It hailed recent settlements that have run as high as \$13.75 a year at the top reporter level and have sent key minimums over \$200 in 22 newspaper and wire-service contracts.

Writers' Top Goes To \$256 In Time Pact

New York City—A \$256 top minimum for writers and reporters, the highest key minimum in any Guild contract, was won at Time Inc. last week 4½ hours before a New York Guild strike deadline. The Guild also gained a fifth week's vacation.

The two-year agreement, won after the unit rejected a company offer of \$15 over three years, provides increases of up to \$60 in minimums, with \$16 at the key editorial top. The entire increase comes in the first year, retroactive to Dec. 1.

The new top is \$5 higher than the \$251 won last month at Newsweek, heretofore the highest in any Guild contract.

The contract provides general increases from a floor of \$10 for those earning \$100 a week or less, rising at the rate of \$1 for each \$25 of salary to \$16.

It raises the annual salary cut-off for general increases to \$13,312 and provides for distributing among employees earning more than that figure an amount equal to the cost of giving each a \$16 weekly raise.

The top minimum for cataloguers and research librarians rises by \$60, to \$200; that for artists and researchers \$40, to \$200; that for Teletypesetters and photo-laboratory technicians \$31, to \$191; that for picture-researchers \$31, to \$163, and that for layout artists and photographers' assistants \$12, to \$152.

The top for news-bureau secretaries and desk assistants rises \$15.50, to \$133; that for copy typists and cable clerks \$19, to \$128; that for Teletype proof-readers and couriers \$11, to \$122; that for stenographers and receptionists \$11, to \$108, and that for copy boys and typists \$10, to \$97.

A provision is added for payment of 20 percent of the sale price to employees whose material is sold for use in publications in which Time has no financial interest.

The settlement was reached Feb. 11 at a final 20-hour session as the Guild's strike deadline neared.

The contract covers 1,350 editorial, art, photographic and clerical employees at Time, Life, Fortune, Sports Illustrated and Time Inc.'s book division.

O'Hearn Resigns

Allentown, Pa. — Bradford O'Hearn has resigned as president of the Lehigh Valley Guild on leaving the Allentown Call for a position with Newsday on Long Island, N. Y.

But, at the same time, it noted "with concern" that "the breakthrough toward better pay at a time when publishers' coffers are running over with record earnings

is far from general."

"While most publishers the Guild negotiates with have moved from trying to sell the old \$4-and-\$3 pattern," it said, "some have

not moved very far. Now they're trying to sell \$5 and \$5, or \$6 and \$5, or \$6 and \$6.

"Unfortunately, some Guild locals have not mounted—or have

felt themselves unable to mount—the bargaining strength necessary to improve such offers, acceptable two or three years ago but far too little today.

"And too often these locals—if they are dealing with small or medium-sized newspapers—succumb to the publisher's propaganda that he can't pay the same salaries—much less the same salaries—that larger papers pay."

Locals on smaller papers in such cities as San Jose, Sacramento and Stockton have "laid this type of argument to rest," the board said, noting their achievement in winning not only wage parity with San Francisco at \$200 but parity internally for outside classified salesmen and, in Stockton, district managers. It declared:

"Pay-minimum differentials because of geography or size or because an employee is an outside classified salesman or circulation district manager instead of a reporter or display salesman don't belong in our industry.

"The sooner all Guild locals accept this, the sooner it will be a reality."

Cincinnati Bargains Pension Plan



PENSION PACT: Cincinnati Guild and Post & Times-Star representatives sign new pension plan. From left, Arnold Royer, business manager; Mildred Mon-

crief, Guild office secretary; Dick Thornburg, editor; Vance Trimble, Kentucky editor; Ben Schilmeister, Guild president; William H. Rotert, Guild treasurer, and Harry Reckner, ex-Guild president.

Cincinnati, Ohio—The Cincinnati Guild and management of the Post & Times-Star have negotiated a joint pension plan covering some 330 employees in Guild jurisdiction.

Under the agreement, a total of \$11.92 is paid into the trustee pension fund and a related annuity fund each week for every

employee. It climaxes 30 years of effort on the part of the Guild to establish an adequate pension program.

Employees can begin retiring June 1. Benefits on straight retirement are 1 per cent of a month's pay averaged over the last five years of the employee's service multiplied by the number of years

of employment up to a maximum of 35.

A number of options are available, including early retirement, joint survivorship and 10 years certain. A lump-sum settlement for the employees covered will be permitted those who choose it after the plan has been in operation for three years.

Washington Committee Proposes Per-Capita Hike For Organizing

An expanded ANG organizing program, to be financed by a per-capita increase of up to 50 cents a month, was proposed to the International Executive Board last week by a special committee of the Washington-Baltimore Guild.

The program, which it estimated would cost from \$150,000 to \$175,000 a year, would involve the appointment of an organizing director and five new international representatives.

The committee proposed an alternative program based on ANG's existing budget. The lesser program would assign international representatives to district council areas as district directors.

The IEB referred the Washington "position paper" to its Organizing Committee, which recommended that in view of "the financial impact of its recommendations and their effect on other ANG programs" it receive further deliberation, probably in May.

The board granted a Washington-Baltimore request to continue a \$100-a-month subsidy through June 15 to help finance the continued employment of a special representative assigned to organizing activity in Washington and in connection with bargaining at the Baltimore Sunpapers.

Members of the committee that presented the Washington-Baltimore organizing proposals were Administrative Officer Brian L. Flores, outgoing President Joe Holt Anderson, Jr., Robert F. O'Connor and Gerald H. Borstel.

The committee's recommended per-capita increase of up to 50 cents, specifically earmarked for organizing, would finance the appointment of five "organizing specialists" as international repre-

sentatives and increases of "at least \$1,500 a year" in IR salaries in addition to the appointment of an organizing director.

The committee urged continued "aggressive co-ordination" of organizing efforts with the AFL-CIO and participation in organizing campaigns with other newspaper unions, as well as the preparation of more Guild organizing materials and special materials for distribution to college and high-school students.

It recommended a three-month ANG "summer institute" in Washington at which college students planning newspaper careers would be shown the government at work, informed of employment opportunities and learn about the Guild. And it proposed a "correspondence course in organizing" for Guild members, with certificates going to those who signed up a specified number of members.

In its alternative program, based on existing income, the committee urged the assignment of an international representative to each district council area as district director, with the remaining representatives used as "firemen" to "go where needed."

The directors would be responsible for regular communication, with each local in the area and for spotting organizing opportunities and "slips in membership."

The committee urged expansion of the international-representative staff to its full complement with the aid of funds received for local servicing and Defense Fund reimbursement of representatives' salaries.

(Executive Vice President William J. Farson said the staff had

been at full strength prior to Fred T. Kearney's resignation this month to become administrative officer of the Los Angeles Guild.)

It urged, under the secondary program, that "every penny of available money above normal operating-cost expenses" be devoted to organizing.

"Guild membership totals have retrogressed during a period of great bargaining gains," said the committee, declaring that this slippage cannot be obscured by the fact that it "has been largely due to mergers and suspensions" and that "ANG officers have made good and effective use of the limited organizing arsenal that the Guild has been willing to commit."

"That bargaining gains should be in any way slowed by re-emphasis of organizing needs would be unthinkable," it declared. "Equally unthinkable, to us, is the proposition that if we bargain hard enough and well enough, the organizing gains will follow."

"Our experience suggests the contrary: We believe that if we organize hard enough and well enough, the bargaining gains will follow."

The IEB, in another organizing matter, sought more information on a Toronto Guild proposal that it sanction a co-operative organizing program in which the Guild and other newspaper unions would band into a council to organize small newspapers in the Toronto area and bargain single, plantwide contracts.

It also voted to continue a subsidy, amounting to \$161 a week, to finance Luis Montanez, Jr., as temporary administrative officer of the Puerto Rico Guild.

\$33 Hike Lifts Central Press Top To \$201

Cleveland, Ohio—The Cleveland Guild last week won a \$201 top minimum for newsmen at Central Press, a news-service subsidiary of Hearst's King Features Syndicate, raising the top by \$33.67 over three years.

The settlement, roughly paralleling that won last month at the Cleveland Press and Plain Dealer, provides general increases ranging from \$11 to \$25 in four steps.

The top for newsmen, artists and photographers goes up \$8.17 retroactive to Sept. 22, \$8.50 next Sept. 22, \$8.50 March 22, 1968, and \$8.50 Sept. 22, 1968, to reach \$201.

The top for assistant photo technicians goes up \$7.25, \$7.25, \$5.50 and \$6.50, to \$141.86, that for secretaries by \$4.75, \$4.75, \$3 and \$3.50, to \$124.61, that for librarians \$5, \$5, \$3, and \$4, to \$150, and that for office boys \$3.50, \$3.50, \$2 and \$2, to \$81.21.

General increases are \$8.50, \$8.50, \$4 and \$4 for employees earning \$170 and over; \$5.50, \$5.50, \$3 and \$4 for those earning from \$150 to \$169.99; \$5, \$5, \$3 and \$4 for those from \$130 to \$149.99; \$4.75, \$4.75, \$3 and \$3.50 for those from \$100 to \$129.99; \$4.50, \$4, \$3 and \$3 for those from \$80 to \$99.99, and \$3.50, \$3.50, \$2 and \$2 for those under \$80.

The settlement reduces the service requirement for a fourth week's vacation from 12 years to 10 and the requirement for a third week from four years to three.

Coos Bay Guild Gets Charter

The Coos Bay Guild became ANG's Local 226 last week.

The Oregon local received its charter from the International Executive Board Feb. 13 after negotiating its initial contract at the Coos Bay World.

The board, at the same time, terminated the charters of dormant locals in Lima, Ohio; Richmond, Va.; Houston and Milwaukee.

'Right-To-Know' Suit Filed By Sacramento

Sacramento, Calif.—The Sacramento Guild last week charged the Sacramento County Board of Supervisors with illegally conducting a secret meeting, and a Superior Court judge ordered the five supervisors to appear before him Feb. 28 to answer the charge.

ITU, Pressmen Reach Accord On Jurisdiction

New York City—The International Typographical Union and the Printing Pressmen this month announced a comprehensive agreement to resolve jurisdictional disputes between the two unions.

Both ITU President Elmer Brown and Pressmen's President Anthony J. DeAndrade hailed the agreement as a major step toward possible merger of their organizations.

The agreement, while effective immediately, is subject to approval at the Typographical Union's 1967 convention and the Pressmen's 1968 convention. If both conventions approve, the unions said they will "meet within a reasonable time thereafter for the purpose of considering further agreements."

The seven-point agreement, announced at a joint Feb. 10 press conference here, emphasizes voluntary steps to end jurisdictional conflicts but provides for binding arbitration of unresolved disputes without recourse to strikes, lockouts or litigation.

The two unions, each with about 120,000 members, have frequently been at odds over jurisdiction. Under the agreement, will sanction its members performing work under existing contracts will continue to do so, even though it may be in the other union's jurisdiction.

Neither union, under the agreement, will sanction its members working for an employer who refuses to abide by jurisdiction or work assignments agreed upon by the two unions.

DeAndrade said the pact would be "beneficial to members of both unions and employers" and constituted "a steppingstone toward merger." Brown said it "removes a major obstacle to organic unity between the two unions and puts the merger talks on the tracks."

Initial publisher reaction was favorable. John J. Gaherin, president of the New York City Publishers Association, said "any progress toward the peaceful solution of jurisdictional disputes is a major step toward greater stability."

Brown and DeAndrade said further merger discussions will be held April 4 and 5.

IEB Weighs Extension Of Job-Equality Drive

The International Executive Board last week voted to study the feasibility of taking the Guild's equal-employment-opportunity message into community and junior colleges.

Expressing hope that the step might arouse greater interest in newspaper job opportunities among minority-group youths, the IEB delegated Vice President Hugh H. Harrison to explore the possibility and report at the board's May meeting.

Harrison teaches journalism at

Judge B. Abbott Goldberg issued the order Feb. 14 after receiving a petition signed by Guild President Peter Weisser. Weisser charged that the supervisors violated the state's Ralph M. Brown Act by meeting at a closed-door luncheon Feb. 8 with members of the Sacramento Central Labor Council, apparently to discuss a social workers' strike.

The Brown Act spells out the responsibility of public agencies, including boards of supervisors, to meet publicly and openly, with secret meetings limited to personnel matters and issues of national security.

County Counsel John B. Heinrich contended that newsmen were barred legitimately on the ground the supervisors were discussing litigation between the county and the Social Workers' Union.

Heinrich told Judge Goldberg he will advise the supervisors not to testify about the meeting, claiming that a conference between board members and the county counsel is privileged and confidential.

The Guild maintains the presence of a third party, the labor-council members, invalidates Heinrich's argument.

Sacramento Guild attorney William P. Smith, Jr., initiated action at the unanimous direction of the local's executive committee.

The Guild acted after courthouse newsmen from both Sacramento dailies and one television newsmen were excluded from the luncheon meeting. Newsmen notified the publishers involved, but no action was taken by the papers.

The local filed two petitions, one seeking an injunction covering similar future meetings—which Judge Goldberg declined to issue because the Guild was unable to prove such meetings are planned—and the other requesting the order issued.

Smith said he believes this is the first time a Guild local has taken court action on secrecy in government.

Support for the Guild action was voiced by the Sacramento Chapter of Sigma Delta Chi, professional journalism fraternity.

'Restrictions Unnecessary'

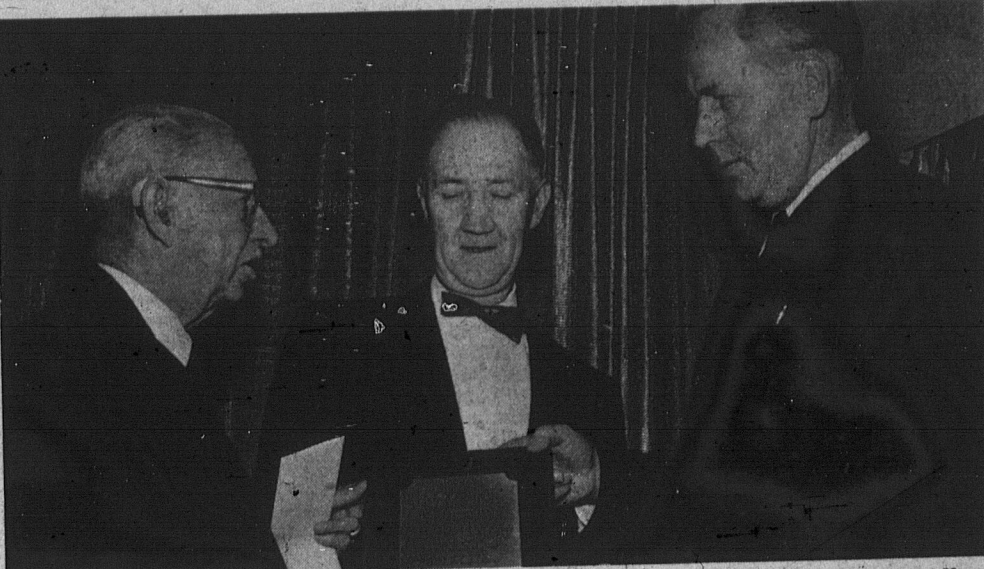
IEB Opposes Press Trial Curbs

The International Executive Board last week went on record against any new restrictions on newspaper crime coverage but urged the press to avoid "trial by newspaper."

Seattle Community College.

The board noted that first returns in a Research and Information Department survey of journalism schools confirm that "relatively few young people from minority groups have become interested in trying newspaper work by the time they have reached the upper levels of college."

And, it added, "only a handful of minority-group youths of high-school age show interest in and have plans to prepare for the work."



NO '30' AT 80: Guy H. Lawrence, left, oldest member of the Manchester Guild, receives a plaque from fellow workers at his 80th birthday party. Einar Peterson

right, advertising manager of the Manchester Union Leader, presents the plaque as Guildsman Henry DeNies looks on. Lawrence, still going strong as an ad salesman, received a 25-year Guild pin.

Block Unleashes Attack On Perlik, Rieger As Toledo Talks Resume

Toledo, Ohio — The Toledo Blade and Times attacked the Guild's international-affairs operations on the eve of resumption of top-level bargaining in the Toledo newspaper strike this week but after the unions threatened to break off negotiations said it had not intended to disparage the integrity of the union negotiators.

ANG Secretary - Treasurer Charles A. Perlik, Jr., is one of four international officers representing the Guild and eight other unions in meetings sponsored by the American Newspaper Publishers Association. He arrived in Toledo Feb. 21 for a meeting the following day.

That afternoon Blade Publisher Paul Block, Jr., issued a press release charging that the Guild had "sabotaged" press freedom by accepting "hidden government subsidies" for its international-affairs program.

Block said Perlik and Kenneth E. Rieger, an international vice president and Toledo Guild leader, were responsible, as ANG officers, for "diminishing the dignity of American newspapermen." He called on them to "explain their role in this fiasco."

The next day, after the unions threatened to break off the talks,

saying Block's attack on the Guild made them useless, the company said in a statement that Block's comment was not "intended in any manner to disparage the work, integrity or effectiveness of the committee."

The Guild had earlier accused Block of interjecting "a side issue in an effort to divide the unions and employes on strike in his plant," charging the attack showed he "has no desire to settle the strike."

Block's statement, said the Guild, reflected "an incredible misunderstanding or deliberate misstatement of weekend events

involving the Guild and its international-affairs program."

With the Blade's disclaimer, the nine unions joined Associate Publisher John Willey in a statement saying the ANPA-sponsored meetings "have been helpful in resolving issues" and should continue.

The talks finally resumed yesterday, with International Vice President Frazier Moore of the Pressmen's Union joining Perlik and international officials of the Typographical and Stereotypers' unions, following the Toledo Pressmen's request for strike sanction.

IEB Pledges Toledo Strikers 'Full, Unwavering Support'

The International Executive Board last week pledged ANG's "full and unwavering support" to the striking Toledo Guild, Typographical Union and Stereotypers and to six other unions honoring their picket lines at the Toledo Blade and Times.

The unions "deserve the highest commendation from all ANG

members," the board said in a resolution, "for their valiant fight for adequate settlements."

Paying tribute to the unity shown by all the unions since the strike began Oct. 14, the resolution hailed the work of unionists in all departments who are producing the interim Toledo Record.

The resolution endorsed ANG's participation in the current series of meetings initiated by the American Newspaper Publishers Association and expressed "the earnest hope that such meetings will bring an early settlement."

Should Blade and Times management refuse to accept the union's proposals, however, it promised that ANG would back the strikers "until they have won their battle, however long that struggle may be."

June Convention Dates Reaffirmed By Board

The International Executive Board last week hewed to its October decision to schedule future Guild conventions in June rather than July.

The board, by a 12-to-2 vote, rejected a proposal that when possible conventions be held in July rather than June.

The resolution was supported by the board's two Canadian members, Robert J. Rupert and Robert D. Nordin, who argued that Canadian delegates cannot bring their families to June con-

ventions because the school year extends through the end of June in Canada.

ANG Secretary - Treasurer Charles A. Perlik, Jr., opposing the resolution, said July conventions have squeezed staff vacations into so short a period that the ANG office has been unable to function properly.

Other board members, pointing out that schools in many U.S. communities also run through June, said this consideration should be secondary.

ANG Probes Foundations Supplying Oversea Funds

(Continued from Page 1)

Also named were the Retail Clerks International Association, U. S. and International Secretariats of Pax Romana, and Canadian Union of Students.

In their statement, Rosenstock, Farson and Perlik pointed out that the Guild has been affiliated with international organizations "almost since its beginning in 1933."

"As one of the world's largest unions of newspaper workers," they said, "it values such activities because it believes it can be helpful internationally, as it is domestically, in achieving better wages and working conditions for newspaper workers through free and democratic trade-union processes. It has no other objective."

"In 1960, the Guild intensified its international-affairs program throughout the world, but principally seeking to extend its services and experience in Latin America."

"It recognized at the outset that it could not engage in an enlarged program with the limited financial resources supplied by its membership."

"This program consists primarily of holding seminars on journalism and trade unionism, production and distribution of associated publications and making staff assistance available to carry out these activities. No Guild membership dues are used for this work."

"Initial assistance was sought and received from the AFL-CIO and from the Solidarity Fund of the International Confederation of Free Trade Unions."

"Letters requesting assistance were addressed to approximately 50 American funds and foundations."

"Through Jan. 31, 1967, financial assistance totaling \$1,004,000 has been received by the Guild, and used solely for its international-affairs program, from the labor movement (\$10,000) and from five foundations, the Granary Fund of Boston (\$200,000), the Andrew Hamilton Fund of Philadelphia (\$90,000), the Broad-High Foundation of Columbus, Ohio (\$343,000), the Chesapeake Foundation of Baltimore (\$328,000)

and the Warden Trust of Cleveland (\$33,000).

"The first two terminated their assistance in 1963 and 1964, respectively; the others have made grants within the past year."

"These activities have been reported regularly, including the identity of the foundations, to delegates, to the press and to the public through the Officers' Report to each annual convention of the Guild, through regular reports to quarterly meetings of the International Executive Board and through periodic stories in the Guild Reporter, the Guild newspaper, which goes to all members."

Guild officers immediately informed officers of the Inter-American Federation of Working Newspapermen's Organizations, the Latin-American federation with which the Guild is affiliated, and the International Federation of Journalists, with headquarters in Brussels, of the developments and the Guild's response to them.

The IFJ bureau (executive board) scheduled a special meeting tomorrow to discuss the matter. Farson will attend.

While the Guild was awaiting answers to its inquiries of the foundations, there were published reports of responses by spokesmen for four of the foundations to reporters.

The foundation responses ranged from denial of knowledge of involvement with the CIA to refusal to discuss sources of foundation income.

Records filed in Massachusetts, the Boston Globe reported, show that the fifth foundation, the Granary Fund, has received income from the Independence Foundation, which, according to NSA leaders, was a pipeline for CIA funds to NSA.

Frank Rogers Donahue, Jr., of Philadelphia, who said he was attorney for the now defunct Andrew Hamilton Fund, denied any knowledge of CIA funds having been channeled through that foundation.

The New York Times reported that the Hamilton Fund was identified in Congressional hearings in 1964, the year its aid to ANG was terminated, as a donor to the

'No Influence'

Sen. Eugene McCarthy of Minnesota, who is seeking appointment of a Senate committee to investigate allegations of CIA involvement with private groups, said this week that even if it is established that CIA funds were transmitted to the Guild's international program through foundations, he does not believe the CIA had any influence on Guild policy.

J. M. Kaplan Fund, described in the hearings as a pipeline for CIA money.

A spokesman for the Broad-High Foundation, John McCoy, president of the Columbus City National Bank and an incorporator and trustee of the fund, said he could not reveal its sources of income by name but that the income was from "private sources" as opposed to public ones, wire services reported.

A trustee of the Warden Trust, Michael Scott, a Cleveland lawyer, refused to disclose, as confidential, any details of the foundation's activities, its board of directors or its sources of income, according to the New York Times.

George W. Constable, chairman of the board of trustees of the Chesapeake Foundation, told the Times his clients wished to remain "anonymous," refusing to discuss the matter further.

The ICFTU, reported to have received money from the Foundation of Youth and Student Affairs, which NSA leaders linked to the CIA, denied getting funds from the foundation or having "direct or indirect" links of any kind with the CIA.

The CIA has set up "front" foundations, according to the Times, through which it channels its funds into legitimate, independent foundations for transmission to CIA-designated recipients that the legitimate foundations may or may not have been aiding on their own.

Since some foundations "do not disclose full details of their operations," the Times said, it is "impossible to determine" what portion of the money given by a foundation "consisted of agency [CIA] funds and what portion was given by private sources either independently or at the request of the agency."

District-council resolutions supporting the Guild's international program were passed without dissent at regular quarterly meetings of the councils Feb. 19, the day after the first published reports referring to the Guild.

The Empire State Council endorsed "the international-affairs program of the Guild" and said that "these activities have been thoroughly reported to its members and the public by the Guild and are in complete accordance with the purposes of the Guild as embodied in its Constitution."

It also endorsed "the use of foundation funds to support these programs as long as the Guild continues to accept such grants with its traditional and historic understanding and insistence that there be no interference by such outside groups in the Guild's programs."

The Western District Council said it "commends ANG for its international-affairs program and hopes the program will be continued and expanded."

The New York Guild's executive board, while endorsing ANG's decision to dissociate itself from any foundations found

to be linked to the CIA, said it was convinced on the basis of reports on the program, including testimony from New York Guild members who have participated, that it has "served to enhance trade unionism and promote the ideals of democracy . . . without pressure or influence from any source, government or private."

In a resolution passed unanimously Feb. 20, the executive board said that, after examining the records of ANG conventions since 1960, it found that the international-affairs program has been conducted in "complete accordance" with convention directives and that reports to the conventions have always included a "full account of the money received, the sources and the projects for which it was used."

On Feb. 21, the Washington-Baltimore Local's executive board asked Rosenstock to name a special committee of Guild members who do not hold national office to conduct an investigation and report as soon as possible to the membership.

The special committee's function, the board said, should be to consider, among other questions, whether any officer or member of the Guild was aware of "a connection between the CIA and the financial support" for the international program, what precautions were taken to assure that the independence of the Guild would not be "compromised" by the funds and what steps should be taken "to restore and protect the reputation of the Guild as a free and independent trade union of working journalists."

Three New York Times members, "believing in the constitutional requirement for full disclosure of finances," wired Perlik their "regret" over the fact that the annual ANG audit published in the June 24, 1966, Guild Reporter did not include the foundation contributions and the operations of the international-affairs program.

In reply, Perlik said that the ANG Constitution requires only that the GR publish reports of the Guild's General Fund operations and financial standing, stating that the published audits cover "all ANG funds that contain dues and assessment moneys of the membership."

"Special funds established for special purposes, such as the International Affairs Fund, derive their income from nondues sources and have no relationship to the financial standing of the Guild," Perlik wrote, noting that they are reported on in the annual Officers' Reports.

The officers' formal statement on the Guild's overseas operations was sent by night letter to all Guild locals Feb. 19 and was followed by mimeographed copies of the statement.

In a letter accompanying the statement, the officers explained that the night letter was "felt necessary because the earliest stories on the matter contained distortions and conclusions that could not be allowed to stand uncorrected." The letter cited stories of the Washington Post-Los Angeles Times news service and AP, the latter based on the Post account.

"More balanced and objective accounts were carried by the New York Times and United Press International," the letter said.

The Post story began:

"The American Newspaper Guild has accepted nearly one million dollars in CIA subsidies for a broad international program since 1961."

The New York Times story began:

"The American Newspaper Guild has received nearly one million dollars in foundation grants since 1960 to help finance its South American and other overseas activities. All of the money in the last two years has come from three foundations that refuse to disclose their sources of income or their contributions to other organizations."

Boston Admen's Top Rises \$42, To \$208

(Continued from Page 1)

salesmen are copy editors, editorial writers, rewriters and deskmen. All receive increases of \$5.81, \$5.15, \$10.62 and \$20.42. Outside classified salesmen reached parity with display salesmen two years ago.

Going to \$200 along with reporters are librarians and circulation supervisors, who receive increases of \$5.57, \$4.94, \$10.19 and \$20.05.

The top for circulation roadmen goes up a total of \$35.61, to \$175.61.

The pact provides increases in both wages and minimums of 3.5 percent retroactive to Jan. 1, 3 percent July 1, 6 percent next Jan. 1 and 11 percent Jan. 1, 1969.

The top minimum for general clerks rises a total of \$23.90, to \$117.90; for key-punch operators by \$24.88, to \$124.18; for telephone operators by \$26.96, to \$132.96; for stenographers, secretaries and janitors by \$26.76, to \$131.96, and for office boys by \$17.44, to \$89.19.

A percentage alternative to flat-rate night differentials is provided for the first time, fixing them at 6 or 5 percent of salary per week, whichever is greater, for those working regularly between 8 p.m. and 6 a.m., and \$7.50 or 5 percent for work between midnight and 6 a.m.

Employees will be paid severance pay on retirement at 62 instead of 65, receiving the previous maximum of 56 weeks' pay for 25 or more years' service, while severance pay is increased to 62 weeks' pay for those who elect to remain until 65. Employees with 25 years' service may retire with severance pay at any age.

... Santa Rosa

(Continued from Page 1)

steps—\$3.25, \$3.25 and \$4.

Company pension contributions rise to a total of \$7 a week in three \$1 steps coming on Jan. 15 of 1968 and 1969 and on the last day of the contract, July 15, 1969.

The work week is reduced from 40 hours to 38½ next January and to 37½ in January 1969.

The severance-pay ceiling rises from 30 weeks' to 34, and the company's old health- and life-insurance program is replaced by a new one matching that provided in the Guild's citywide San Francisco contract.

A fourth week's vacation will be provided after 10 years instead of 17, mileage is increased from 10 to 11 cents a mile and swing-shift premium pay is up 50 cents, to \$1.50. Bereavement leave of three days for death in the immediate family is added.

Smith, Drouin, Ruffing Head District Councils

Richard Smith of Stockton, Edward Ruffing of Utica and Roland C. Drouin of Manchester were elected to head three Guild district councils last weekend.

Smith was named to replace Stan Klevan of Stockton as president of the Western Council.

Ruffing was re-elected president of the Empire State Council, and Drouin was returned as president of the New England Council.

The Western Council, meeting in Seattle, elected James Choate of San Jose as first vice president, Charles M. Kohler, Jr., of Seattle-Tacoma as second vice president, and James Downs of Bakersfield as secretary-treasurer.

The Empire State Council, meeting in Washington, elected five vice presidents—Thomas J. Fay of New York, Frank Jaquinto of Albany, Sherwood Lasher of Kingston, Robert O'Brien of Hudson County and Edward Lown of Newburgh-Beacon. It re-elected Philip Feld-



Drouin

Ruffing

man of Rochester secretary-treasurer.

The New England Council, meeting in Salem, Mass., re-elected Joseph B. Downey of Boston vice president and Leonard Levin of Providence secretary-treasurer.

The Empire State Council also named Feldman chairman of its college-newspaper contest and heard ANG Collective Bargaining Director J. William Blatz review recent bargaining developments. It set May 6 and 7 as the dates for its next meeting, to be held in Utica.

The Western Council will meet June 3 and 4 in San Diego, and the New England Council will sponsor a stewards' seminar in Boston in May.

ANG's Work Overseas

Program Geared To Unionism, Journalism

By RICHARD P. DAVIS

ANG International Affairs Director

THE American Newspaper Guild's international-affairs program is devoted to advancing trade unionism among newspaper workers and raising the levels of journalism.

It has been designed to make available to sister organizations the Guild's experience in improving the wages and working conditions of newspaper workers through trade-union activity.

The work has been carried out almost entirely within the framework of two international federations of newspaper unions: the International Federation of Journalists, with headquarters in Brussels, and the Inter-American Federation of Working Newspapermen's Organizations (IAFWNO), based in Panama City.

The Guild's long tradition of international activity stretches back to 1934, when it joined the IFJ. The IFJ died during World War II, but ANG President Harry Martin was one of the leaders in re-establishing it in 1952. In 1960 the ANG was one of the prime movers in founding the IAFWNO.

The international-affairs program has been increasingly intensive since 1960, when the Guild found, through increasing contacts with sister organizations, that there was a genuine desire for its assistance. The Guild sought and found financial help from foundations to carry out an enlarged program.

Three ANG staff members are now working full time on the program. In addition to myself, they are International Affairs Representatives John K. Sloan, on loan to the IAFWNO, and Ronald A. Watts, on loan to the IFJ. The writer is a former president of the Baltimore Guild and a former ANG international vice president. Sloan served five years on ANG's domestic field staff before entering the International Affairs Department. Watts was president of the Rochester Guild.

In addition, the Guild's officers, notably Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlik, Jr., have played leading roles in the program. Farson is vice president for North America of the IFJ. Perlik is co-chairman of the IAFWNO, which he was instrumental in founding.

ANG President Arthur Rosenstock, as well as Farson, is on the IFJ executive committee. In accordance with the ANG Constitution, Rosenstock is the first delegate at biennial congresses of the IFJ and these meetings are paid from the Guild's General Fund. ANG budgets \$750 for this.

The only other International Affairs items paid from the General Fund are ANG's dues to the two federations, a budget item of \$3,800.

The salaries and expenses of ANG staff members assigned to the program, the expenses of other Guildsmen who are on the IAFWNO executive committee, and

other program costs are paid from the ANG's International Affairs Fund, supported by foundation grants. ANG International Vice Presidents Daniel A. McLaughlin and Robert D. Nordin, and Luis Montanez, Jr., president of the Puerto Rico Guild, are the other Guild members on the IAFWNO committee.

THE IFJ has 30 affiliated organizations in 26 countries in Europe, Asia, Africa and North and South America. These organizations represent some 54,000 members.

In 1962 ANG offered to lend the IFJ the services of Watts as international representative, and late that year he moved to Brussels. His wife, Sarah, also a Rochester Guild member, became the founding editor of the IFJ magazine, the Journalist's World, which is now being edited in English, French, Spanish, Japanese and Arabic.

As one of his first projects, Watts organized a seminar on trade unionism in Turkey in 1963. David S. Schick, administrative officer of the Philadelphia Guild, was the main instructor. (Result of the seminar: A far better contract for Turkish newsmen than most Guildsmen enjoy.)

Subsequently Watts developed a journalism seminar in Nigeria, taught by British and Scandinavian instructors.

The Nigerian venture became the model for a projected series of 12 journalism seminars to be held in various African countries. This series, known as the African Journalism Institute, has been supported financially not only by Guild contributions but by those of most European IFJ affiliates, as well. Watts was in charge of fund-raising for the project.

A Swiss couple, Walter and Regula Renschler, backstopped by a Nigerian administrator, Gabson Akinsete, conducted the first seminars in 1966 in Nigeria, Ivory Coast and the Congo, and in 1967 in Liberia. With the Renschlers now leaving, ANG has offered to furnish an instructor to the African Journalism Institute and this month hired Cleveland Guildsman William C. Treon for the assignment.

Another IFJ project, organized by Watts and conducted with ANG assistance, was a three-month journalism seminar held in Saigon last March, April and May. Guildsmen Farnsworth Fowle, a New York Times staffer, and Rene Torre of the Canadian Broadcasting Corp. were the instructors.

In Vietnam, as in Africa, it was felt that journalism training was far more critically needed than direct trade-union training in such subjects as collective bargaining. The program in Latin America, however, places most of its emphasis upon trade-union development.

THE Inter-American Federation was founded in Lima, Peru, in 1960, largely on ANG initiative. It now has 28 member organizations from 24 Western Hemisphere countries and represents some

IN BOLIVIA: ANG International Affairs Director Richard P. Davis addresses the opening session of a journalism seminar in La Paz as Bolivian President Rene Barrientos, left, and Vice President Adolfo Siles listen. Beside Davis is Oscar Pena Franco, secretary general of the Bolivian Newspaper Workers' Union. Barrientos also spoke at the three-week seminar, sponsored by the Inter-American Federation of Working Newspapermen, began last week.



60,000 newspaper workers.

In 1962 the second IAFWNO congress agreed to establish an office in Panama and to borrow me from the ANG staff to man it. I left the IAFWNO post in mid-1963 for personal reasons and was replaced by Sloan.

Sloan and I were instructors in most of the 14 trade-union seminars held by the IAFWNO (which, because it is unpronounceable, is generally known by its Spanish initials, FIOPE). Other instructors in a number of seminars have been Montanez and an Argentine, Alberto Schtirbu.

Most of these seminars have been two weeks long. Typically, they consist of lectures on trade-union structure, collective bargaining (in the form of an analysis of ANG's model contract), bargaining techniques, organization and union finances. Mock bargaining sessions are held.

Ideology—except for the advocacy of trade unionism as the most effective vehicle for improving the newspaper worker's way of life—plays no part in the seminars. The result is a much greater acceptance of the few basic ideas advanced.

"I thought they were coming here to conquer souls," said one initially skeptical participant at a seminar in Recife, Brazil. "I am very glad to see that that is not the idea at all. They are talking about trade unionism, in a very practical way."

Much emphasis at the seminars is placed upon the concepts of (1) depending upon union strength rather than often-unenforced national laws to improve conditions; (2) development of industrial unions rather than journalists' unions in the newspaper industry, and (3) bargaining contracts.

One country in which success can be measured, to some extent, is Colombia, where IAFWNO influence has led to the first contracts for newsmen and to the creation of a federation of graphic-arts and newspaper workers.

Sloan spends considerable time in fraternal visits to organizations of newsmen, offering technical assistance. His help has been particularly well received in Buenos Aires, where a once badly divided union has been reorganized, has put itself in a sound financial situation by raising its dues and is processing grievances and conducting an active collective-bargaining program.

Much of Sloan's time is also spent in handling administrative chores of the IAFWNO, such as arranging executive-committee meetings and congresses.

Sloan also is editor of the IAFWNO magazine, the Newspaper Worker.

THE last IAFWNO congress, in San Juan, Puerto Rico, probably was testimony to the progress it has engendered among organizations of newspaper workers of the hemisphere. A friendly spirit prevailed among almost all of the delegates; the few exceptions were "old guard" delegates who, the ANG delegation felt, were irritated because IAFWNO efforts were causing a demand for action among younger members of their national organizations. These few were the only ones to express anti-American sentiments.

The federation is sponsoring two seminars now in progress. One, on trade unionism, is being held in Guatemala for newspaper workers from Guatemala, Costa Rica, Nicaragua, Honduras and El Salvador. Another, the first professional seminar ever held by the IAFWNO, is in La Paz, Bolivia. The latter is being financed by the Organization of American States and the American Institute for Free Labor Development.

The work of both the IAFWNO and the IFJ is carried on with the knowledge that the International Organization of Journalists, based in Prague, is busy wooing newsmen for the Communist cause. But neither the IFJ nor IAFWNO appears particularly disposed to spend much energy in promoting rivalry with the IOJ. Instead, they prefer to concentrate upon positive union goals and let their achievements speak for themselves.

One other aspect of the international-affairs program, not directly tied to either federation, takes place in the United States, where the Guild has been host to a number of teams of visiting trade unionists. Teams of newspapermen have come from such countries as Japan, Colombia, Peru, Brazil, Turkey and Bolivia.

In some cases, Guildsmen have served as team managers for these groups, and in addition to visiting ANG headquarters, the teams have spent considerable time as guests of Guild locals. These trips have been sponsored by the State and Labor Departments.

But one Guyanese visitor who spent several months in the United States had this comment:

"It was a marvelous trip and I enjoyed it a lot. But so far as trade unionism is concerned, I didn't learn a thing I hadn't already heard in the IAFWNO seminar in Trinidad."

Text Of ANG's Letter To Foundations

Following is the text of the letter from ANG Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlik, Jr., to the foundations that have made grants to ANG's international-affairs program:

Published reports in the past few days have alleged that all or part of the [amount] received to date from the [foundation] by the American Newspaper Guild for use in its international-affairs program was supplied to the [foundation] by the Central Intelligence Agency.

President Arthur Rosenstock and the undersigned have no knowledge of any such thing, nor would the Guild have at any time accepted funds from the [foundation] if we had had such knowledge. We also have assured our membership that we will inquire into the allegations and will, if they are found to be true, immediately terminate the Guild's relationship with any foundation found linked to the CIA. A copy of our full statement is appended hereto.

In the interest of reaching the necessary and indicated

conclusions at the earliest possible moment, will you please answer the following questions:

1. Do you receive, or have you ever received, any funds, directly or indirectly, from the CIA?
2. From what other sources, and in what amounts, does the [foundation] receive its income? Please prepare this in list form, by year, beginning with the year in which the foundation received its first income.
3. To what organizations, in addition to the Newspaper Guild, has the foundation made grants, and in what amounts (listed by year)?
4. What are the names and addresses of persons who served, or are serving, as trustees of the foundation?
5. Are the foundation's accounts audited? How frequently? By whom? May we have a copy of audits, if any, since the inception of the foundation?
6. Has the foundation filed Form 990-A with the Internal Revenue Service for each of the years it has had tax-exempt status under the Internal Revenue Code? May we have copies?

Floridian Wins '66 Broun Award For Clearing 2 Convicts

(Continued from Page 1)
tor, and Paul W. Duke, congressional reporter for NBC News — said Miller's work reflected "unusual investigative ability, a tenacity that refused to let go over several years and a quality that Heywood Broun valued above all others — compassion for the underdog."

Even so, they added, "It was not an easy choice. Two other entries deserved recognition, too."

And they awarded honorable-mention citations to two Guildsmen, Robert H. Collins of the St. Louis Post-Dispatch and Charles Raudebaugh of the San Francisco Chronicle.

Collins was cited for a series on jury-room irregularities in the Krebiozen case, Raudebaugh for an investigation leading to arrests and convictions in the murder of Dow Wilson, San Francisco Painters' union leader.

The award, which carries a Guild citation in addition to the \$1,000 prize, was the 26th since ANG launched the contest after the death of its founder and first president in 1939. Broun's crusading spirit, as reflected in his newspaper columns, is the criterion used in the judging.

This year's award was presented at a Feb. 13 luncheon in ANG's Washington headquarters during the International Executive Board's winter meeting.

Both the judges and James Marlow, chairman of the award committee, said the winners' work was unfortunately atypical of that being done on the great majority of U.S. newspapers.

Marlow declared that an examination of the 75 entries submitted for this award led to depressing conclusions about the performance of the press.

"Newspapers, frankly, are in lousy condition," he said. "This is as close to being a stenographic industry as there is on the face of the earth. Too often we tell who said what, and that's where it ends. Investigative reporting is hard work, and too often it just doesn't get done."

The work that led to Miller's award started in late 1963, when he first noticed discrepancies in the testimony of a confessed murderer who had implicated Mary Hampton, a confused teenager of low IQ who had been convicted of a Louisiana murder on what Miller thought doubtful evidence.

While investigating he encountered the second case, involving Joseph Shea, a U.S. airman convicted in 1959 and jailed for life for a Florida murder. Within six months he had documented enough evidence to force a new trial that brought Shea's exoneration last February.

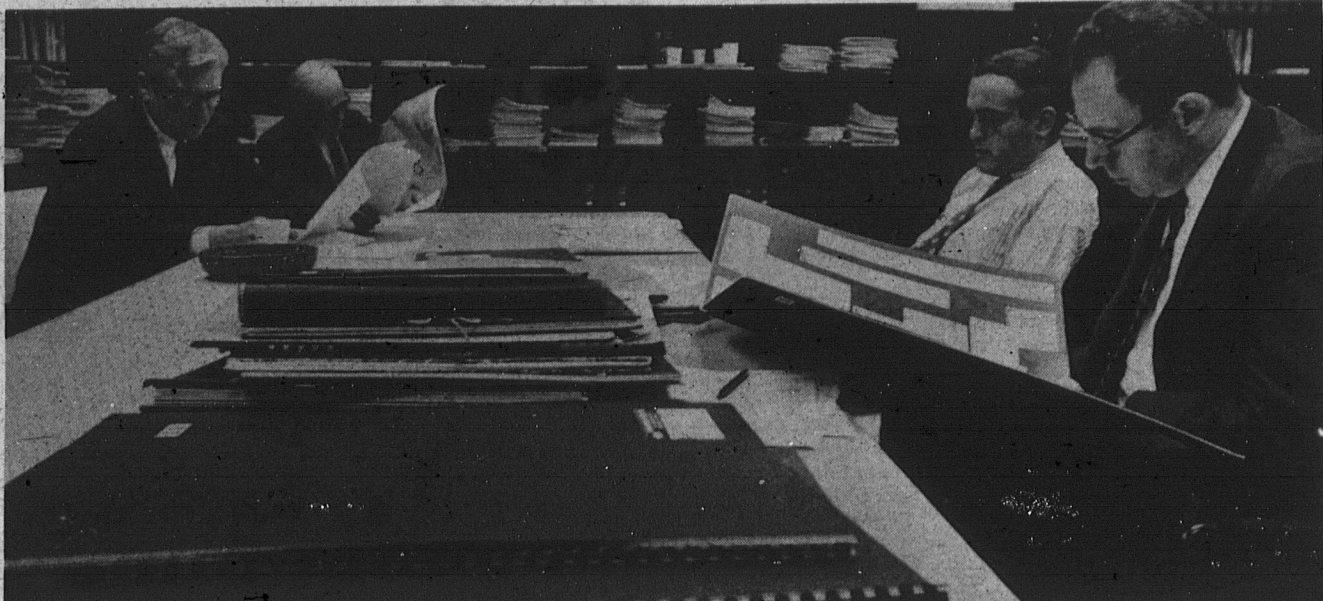
Louisiana authorities refused to

Encore

Miami, Fla.—Gene Miller, who won ANG's 1966 Heywood Broun Award for stories that cleared two prisoners convicted of murder, is working to free two more.

The Miami Herald on Feb. 5 and 6 published two stories by Miller, filling four full newspaper pages, presenting evidence that two Negroes convicted of murdering a gas-station attendant in 1963 were innocent.

Miller, in a seven-week investigation, amassed strong evidence that a subsequent confession to the murder by a convicted slayer was true. The evidence included lie-detector tests given to all three at Miller's behest.



PONDERING: Judges in ANG's Heywood Broun Award contest weigh some of the 75 entries submitted for the prize. From left, Warren Rogers, Washington editor of Look

magazine; James Marlow, Associated Press columnist who served as contest chairman; columnist Robert D. Novak, and Paul W. Duke, congressional reporter for NBC News.

yield, however, until Miller had amassed overwhelming evidence and brought legal and technical reinforcements to bear in the Hampton case.

"Our prisons are full of people," Miller said in accepting the award. "In the United States every year about 280,000 persons go to prison as convicted felons. Assuming that the courts are 99.9 percent pure, that means that 280 innocent persons go to prison each year."

"If the margin for error is five percent — and there is reason to believe it may be — 14,000 men

and women go to prison each year for crimes they did not commit. I found two of them."

Novak, speaking for the judges, said:

"The two cases Miller rectified point up how often such victims may be helpless unless an outside force — such as a newspaper — wins justice for them."

"His reports are disturbing evidence of how our police forces, eager for convictions, too often rely on confessions obtained by intensive cross-examination of people who cannot defend themselves, and shirk the back-break-

ing work of finding the truth and catching the real killer."

Citing the two runners-up, he said: "Collins in St. Louis did as exhaustive a job as I've ever heard of in recording just what goes on in a jury room. Raudebaugh in San Francisco went far beyond the normal duties of a reporter — and at great personal peril — in solving a murder."

Marlow, who served as a Broun Award judge in 1961, was seconded by all three of this year's judges in his appraisal of U.S. press performance.

Novak said he was "upset at

the lack of depth in political reporting," stating that only a half-dozen entries had met the standard he expected.

Of the entries, said Rogers, only 14 "were good." The others, he said, showed "little depth, little digging, little real effort of the kind newsmen are supposed to be making."

"Of all the prizes in our business," said Rogers, "the Heywood Broun Award is the one that pays respect to the work involved in getting the facts, arriving at the truth — the one quality that American journalism is losing."

Twin Cities Faces Bargaining Controls

(Continued from Page 1)
with power to serve as chief negotiator, attend all local meetings affecting bargaining and require the local to comply with ANG constitutional and bargaining procedures.

► Reserved the right to appoint an administrator for all of the local's affairs if "necessary in order to effect constitutional collective bargaining."

► Ordered the local to distribute both full reports on each bargaining session and the text of any specified ANG communication on bargaining to members of the unit affected.

The local was also ordered to print as an addendum to its by-laws the text of ANG constitutional provisions on bargaining, to serve notice of these procedures on Twin Cities employers and to post and distribute the text of the IEB's verdict and penalties.

The 3½-year contract, which arose from a wage reopener, provided general increases ranging from \$7.50 to \$17 at the Minneapolis Star and Tribune, with the reporter top minimum rising in steps from \$166.50 to \$200 as of the final day of the contract, Jan. 31, 1970.

The IEB had before it at the hearing a letter signed by 34 Star and Tribune district managers protesting the settlement on the grounds that it was "too long" and that the \$200 minimum for higher-paid employees was gained "at the expense of the remaining Guild members," including district managers.

The IEB said it was imposing penalties on the local to "emphasize the seriousness of the transgression, deter such conduct in the future and guide the Twin Cities Local back into the channel of constitutional bargaining."

The board characterized Twin

Cities' execution of the settlement as "indefensible."

It noted Carmichael's testimony at a two-hour hearing Feb. 14 that the contract was submitted for ratification and signed, in the IEB's words, "with the full knowledge that the action was in direct disobedience of the ANG Contracts Committee."

"Simply put," said the board, "the Twin Cities leadership said it didn't like or approve of the manner in which the Contracts Committee administered the ANG's collective-bargaining policies as set forth in the Constitution and the Collective Bargaining Program and it didn't intend to abide by them, arrogating to itself the determination of what such policies and procedures should be."

"The Collective Bargaining Program and its implementation through constitutional channels have contributed immeasurably to the present status of our contracts. It provides standards, guidelines and an orderly approach to the bargaining processes of our union."

"Without adherence to it, chaos would result."

"The action of the Twin Cities Local is a willful defiance of democratically devised authority, an authority imposed not from without but from within the union. If such defiance is to be countenanced or allowed to go lightly punished, both the authority and the union will collapse."

Carmichael, in pleading guilty to the charge, said the local had "no illusion" at the time it proceeded with the settlement that the violation would "quietly pass away."

Carmichael, who attended the hearing with Frank Wright, local president, devoted most of his testimony to arguing what he

later agreed could be described as "mitigating circumstances" surrounding the settlement.

Carmichael said the settlement was designed to rectify "the weakest point" in the Star and Tribune contract, the top reporter minimum, a priority he said was "badly needed."

The settlement, he declared, succeeded in breaking a "plant pattern" that had held back the Guild for many years, a "long-range benefit" he said could not have been achieved by staying within the compass of the one-year wage reopener under which bargaining began.

The Guild was unable to persuade management to provide the \$200 top minimum in three years instead of 3½, he said, contending that it had "no power to improve the terms" in view of the fact it was only bargaining on a reopener.

Carmichael termed the Contracts Committee's refusal of permission for a 3½-year contract "arbitrary and discriminatory" in view of its assent to a number of three-year settlements.

Arguing that committee actions must be based on "a set of uniform standards" made known to locals, he said the committee had never set forth any policy distinguishing between three-year and 3½-year contracts. The Minneapolis settlement, he said, provided more money on a pro-rata basis than a number of three-year contracts that had been allowed.

More than a third of the unit's members receive the contract's top increase, he said, while only 14 employees receive less than \$10.

Carmichael conceded that a number of members had "strong reservations" about the settlement and were opposed to its length. The district managers had charged in their letter that the

settlement was "not arrived at in open and free negotiations by the entire negotiating committee," being bargained by a subcommittee and then presented to the committee "on a take-it-or-leave-it basis."

Asked by Vice President James B. Woods why the local did not come to the board's October meeting, only a month away, to argue against the Contracts Committee's decision rather than proceed with the contract, Carmichael said he thought the "mechanics of bargaining procedure preclude involving the IEB."

Robert Christofferson, executive secretary of the committee, testified that he had suggested such a course to Carmichael when he telephoned the committee's formal refusal of permission.

Christofferson said Carmichael did not tell him at the time that a mail ballot on ratification had begun the day before, stating that the executive secretary told him he did not know that the local's next step would be.

"It appears," Vice President Richard P. Lane told Carmichael, "that the local charted its course and set sail with full knowledge of the consequences."

The board, after concluding the Twin Cities hearing, heard an appeal from David S. Schick, administrative officer of the Philadelphia Guild, against a Contracts Committee decision refusing permission to proceed with a two-year settlement of \$14 at the top plus \$4.50 in fringes at the Philadelphia Inquirer and Daily News.

The board voted to uphold the committee and authorized Collective Bargaining Director J. William Blatz to go to Philadelphia to help the local improve the settlement.

Schick said the local would cooperate fully.

IEB Findings, Penalty In Twin Cities Case

Following is the text of the International Executive Board's findings and penalty on charges against the Twin Cities Guild.

THE IEB conducted a hearing on Tuesday, Feb. 14, 1967, on charges made against the Newspaper Guild of the Twin Cities.

In view of the facts set forth in the charges against the Newspaper Guild of the Twin Cities (IEB Exhibit No. 1) and admissions made in the preliminary answer of the Newspaper Guild of the Twin Cities to the charges (Twin Cities Exhibit No. 1), and in view of the plea of guilty made by John Carmichael, representing the Twin Cities Newspaper Guild at an open hearing on the charges, the IEB finds the Newspaper Guild of the Twin Cities guilty as charged of violation of Article XVI, Section 1(a), of the ANG Constitution in that the Twin Cities Newspaper Guild submitted for unit approval and thereafter on or about Oct. 18, 1966, signed a 42-month contract for a term from Aug. 1, 1966, to Jan. 31, 1970, contrary to denial by the IEB Contracts Committee, acting under Article XVIII, Section 1(c); Article IV, Section 1, and Article XVIII, Section 3(c), and Article XVIII, Section 3(f), of the ANG Constitution, of permission to submit such contract for unit approval and to sign same.

The Newspaper Guild of the Twin Cities having been found guilty of violating the American Newspaper Guild Constitution as charged, the IEB now directs itself to the question of the penalty.

In such consideration, the IEB has weighed the circumstances under which the violation occurred, has examined whether there were mitigating conditions and has measured the impact of the transgression upon the American Newspaper Guild, its policies and its programs.

Examined in these contexts and in the light of the testimony given at the hearing before the IEB, the conduct of the Twin Cities leadership can be described only as indefensible.

In fact, this is a close measure of the admission made by the executive secretary of the local to the IEB. He testified that the contract was submitted for ratification and was signed with the full knowledge that the action was in direct disobedience of the ANG Contracts Committee.

He added, "I would do it again."

Simply put, the Twin Cities leadership said it didn't like or approve of the manner in which the Contracts Committee administered the ANG's collective-bargaining policies as set forth in the Constitution and the Collective Bargaining Program and it didn't intend to abide by them, arrogating to itself the determination of what such policies and procedures should be.

The violation occurred when the Twin Cities Local initiated bargaining under a wage reopener in a two-year contract between it and the Minneapolis Star and Tribune. By staying within the framework of the reopener it could easily have obtained a contract of acceptable length.

Instead, the local responded to a stimulus from management and embraced the employer's suggestion for a 42-month agreement.

Was the local given adequate warning by ANG officials that the 42-month contract would be unacceptable?

The record shows that almost immediately following the ANG convention in July of 1966 Twin Cities officers were told that a contract of such length and containing terms as outlined by the local could not be approved.

In mail communications and telephone calls, ANG officers continued to make it clear throughout August and September that the Twin Cities proposed settlement was in violation of ANG standards and could not be tolerated. In fact, Twin Cities makes no claim that it was confused, misled or left in doubt by the Contract Committee's position.

Were there mitigating circumstances which might excuse or lessen the seriousness of the Twin Cities' violation? From the testimony before the board it appears that there were none and that Twin Cities was under even less bargaining pressure than is encountered in normal Guild negotiations.

The local was not in a bargaining squeeze where it was facing the alternatives of a long-term contract or no contract. It was not pressured by craft settlements in the plant of such length or by recently signed long-term contracts in neighboring cities.

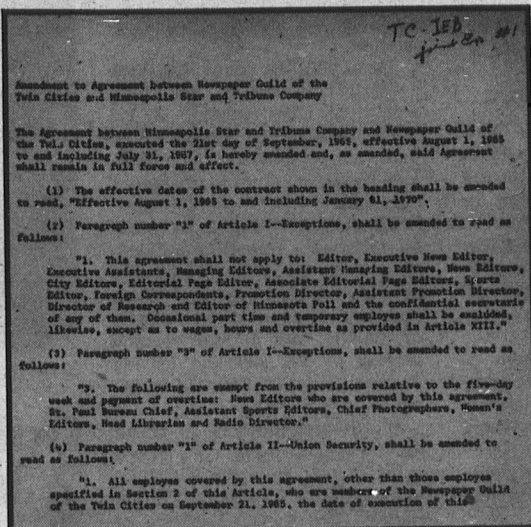
What it was confronted with was a publisher request that HE wanted a long-term contract.

Were the gains won in the contract so significant that they might outweigh the objections to a long-term agreement?

Hardly.

The contract provides a general increase of only \$7.50-\$17 over its 3½-year term, and the reporter top minimum of \$200 isn't reached until the last day of the contract, Jan. 31, 1970.

The key \$33.50 wage increase is no more than and less than some in other Guild locals that have held the contract line at three years. The wage increases for



Twin Cities IEB Joint Exhibit No. 1

some lower-paid people—\$7.50 for the full term of the contract—is totally inadequate in today's rising economy.

ANG's refusal to allow locals to sign contracts is not new. In many cases this refusal, and subsequent intervention by a Contracts Committee representative, has led to marked gains for the locals.

The Twin Cities bargainers should not have turned their backs on a tried and proven Contracts Committee service.

The course followed by Twin Cities can be interpreted only as a calculated defiance of the American Newspaper Guild.

The local had so firmly set its course that it started voting on the disputed contract the day before it received a formal decision on the approval it had sought from the Contracts Committee.

It failed to avail itself of an opportunity to lay its case before the IEB, even though a board meeting was only a month away.

The Twin Cities action clearly strikes at the very heart of the ANG convention-established policies providing standards; guidance and control for the union and its contracts.

The Collective Bargaining Program and its implementation through constitutional channels have contributed immeasurably to the present status of our contracts. It provides standards, guidelines and an orderly approach to the bargaining processes of our union.

Without adherence to it, chaos would result.

If one local is to be permitted to go its own way, setting its own ground rules and blithely ignoring the laws of union society, then others will do likewise. Can collapse of the union's structure be far behind?

The action of the Twin Cities Local is a willful defiance of democratically devised authority, an authority imposed not from without but from within the union. If such defiance is to be countenanced or allowed to go lightly punished, both the authority and the union will collapse.

Thus, the IEB is imposing a penalty which it hopes will emphasize the seriousness of the transgression, deter such conduct in the future and guide the Twin Cities Local back into the channel of constitutional bargaining.

Accordingly, the IEB orders:

I

Posting And Distribution

The Newspaper Guild of the Twin Cities, Local 2, ANG, is ordered to post on bulletin boards and distribute to each member a complete copy of the verdict, findings and penalty imposed by the IEB, and to report to the secretary-treasurer of ANG no later than March 15, 1967, how it has complied with this order.

II

Notice To Employers

The Newspaper Guild of the Twin Cities is ordered to serve upon each employer with whom it bargains, along with its contract proposals, a copy of the ANG Constitution and the form of notice, or one similar thereto, recommended by the Contracts Committee, putting the employer on notice of constitutional procedures governing local bargaining.

III

Local Bylaws

The Newspaper Guild of the Twin Cities is ordered to incorporate into its bylaws, as an addendum to the article on collective bargaining of the local bylaws

and appearing immediately after such article, Article XVIII, Sections 1, 2 and 3, of the ANG Constitution. The addendum shall be headed: "Local bargaining is governed by Article XVIII of the ANG Constitution, pertinent excerpts of which follow."

IV

Bargaining Information To Members

A. The Twin Cities Newspaper Guild is ordered to prepare and distribute to the membership of the unit concerned immediately after each bargaining session of a contract negotiation with an employer a bulletin fully describing the bargaining session and shall furnish ANG with a copy of such bulletin immediately upon issuance.

B. The Twin Cities Newspaper Guild is ordered to distribute to each member of the unit concerned a complete copy of any communication from ANG concerning bargaining which is designated by ANG for distribution to members, and to inform ANG how it has complied with this order.

V

Bargaining Controls By ANG

A. Notice to ANG

1. The Twin Cities Newspaper Guild is ordered to notify ANG at the earliest possible date of the time and place of any meeting of any local body concerned with the formulation of bargaining policy and of the first such meeting concerned with bargaining for a particular contract and of subsequent meetings concerned with the course of bargaining as deemed necessary by the Contracts Committee and of any unit meeting called to ratify or reject a proposed settlement.

2. The Twin Cities Newspaper Guild is ordered to notify ANG at the earliest possible date of the time and place of the first bargaining session and, to the extent possible, of subsequent sessions or series of sessions of any contract negotiations.

3. The notice prescribed above shall be given to the executive secretary of the IEB Contracts Committee and to the ANG director of collective bargaining and to any other person that may be designated by written notice to the Twin Cities Newspaper Guild by the director of collective bargaining.

4. ANG shall have the power to designate a representative to attend and participate in any such meeting.

B. Bargaining Administrator

1. The IEB or the executive vice president if it is not in session reserves the authority to appoint, at such time as it or he may think appropriate, an administrator of collective bargaining for the Twin Cities Local.

2. The administrator of collective bargaining shall have the power to attend all unit, all local, all local executive- and all negotiating-committee meetings and any other meeting of any other local committee or body directly or indirectly affecting collective bargaining.

3. The administrator shall have the power to require the Twin Cities Local to bargain in accord and compliance with the ANG Constitution, the ANG Collective Bargaining Program and the orders and directives of the IEB Contracts Committee and the IEB.

4. The administrator shall have the power to act as chief negotiator for any contract negotiation by the Twin Cities Local.

VI

Local Administrator

Should the IEB find it necessary, in order to effect constitutional collective bargaining by the Twin Cities Local, the IEB may appoint an administrator to govern and administer the local in all its affairs.

VII

Partial Suspension

The constitutional system of bargaining cannot survive an unpunished defiance so open and contemptuous. Revocation of charter is amply justified. The IEB hopes, however, that a partial suspension will be sufficient to persuade the Twin Cities Local that a local Guild cannot remain in ANG and defy its constitutional bargaining system whenever the local judgment does not coincide with that of the IEB.

Therefore, the Newspaper Guild of the Twin Cities, Local 2, ANG, is hereby suspended to the extent of convention representation in the 1967 ANG Convention, except insofar as any appeal is taken by it from the IEB's decisions in this proceeding. Representatives of the Twin Cities Local are free to attend the 1967 Convention as observers.

March Levy Will Be The Last If No Major Crisis Intervenes

ANG officers last week told the International Executive Board that the current series of ANG assessments can be ended after March unless an emergency of the proportions of a New York strike intervenes.

The New York Guild and other newspaper unions are bargaining under a March 30 contract-termination deadline, and the Wire Service Guild is negotiating with United Press International under a March 15 termination.

The board, after weighing the status of the International Defense Fund, said it would be "unwise and inappropriate" to terminate assessments under these circumstances but reiterated its intention of bringing them to an end "immediately the condition of the Defense Fund and the union permit."

Executive Vice President William J. Farson and Secretary-Treasurer Charles A. Perlik, Jr., told the board that the state of the Defense Fund will permit a halt to assessments in April if a major strike emergency does not develop.

The IEB decided against immediate termination with only a single dissent—from Vice President Hugh H. Harrison of Seattle-Tacoma. Harrison said he favored ending the levy in the absence of an "immediate emergency," stating that he would prefer to reimpose it in another month, if necessary.

The board's finance report listed Defense Fund assets at \$931,211 as of Jan. 31, \$70,000 short of the fund's million-dollar constitutional floor.

With Toledo strike benefits

Printers Warn Of N.Y. Strike

New York City—The New York Typographical Union this week took initial steps toward strike action against one or more New York dailies.

Members voted overwhelmingly Feb. 19 to authorize notification to the International that the possibility of a strike exists.

Local President Bertram A. Powers reported that the publishers have rejected proposals for substantial wage increases and have taken a "hard line" in demanding freedom to automate without providing for displaced employees.

The New York Guild has begun bargaining at the Times and is preparing to meet with the city's other three major dailies.

costing about \$15,000 a week and Defense Fund income running at about twice that figure, the Defense Fund, after this month's assessment, "probably could maintain its Toledo obligations through mid-April without dropping very far below a million dollars," it said.

But it cited the pending crisis in New York, pointing out that a strike in April would make it necessary to reimpose assessments.

And it also pointed to the imminence of a new Defense Fund floor of 1.5 million dollars Sept. 1 under constitutional changes

voted by the Guild's 1964 Convention.

Perlik told the board that, with a March assessment, the fund would be close enough to 1.5 million dollars in September to make a new assessment unnecessary should no further emergency intervene.

The board's Finance Committee reported a General Fund deficit of \$36,000 in the fiscal year's second and third quarters, wiping out both a first-quarter surplus of \$4,000 and a year-opening surplus of \$22,000 and leaving the fund "almost \$10,000 in the red."

It attributed much of the deficit to last year's New York newspaper merger, in which the Guild lost more than 1,000 jobs. The resulting per-capita average of 27.924 is well below estimates on which the year's budget was constructed, it pointed out.

An anticipated increase in Guild Reporter mailing costs and upcoming staff salary increases bargained last summer make the situation "even more critical," the committee said.

The board adhered to its October order that the Detroit Guild return \$2,112 to locals that contributed to its lockout fund during a 1964 Pressmen's strike despite a letter of protest from the local.

The local, questioning the board's authority to so order, indicated that it plans to bring the matter before this year's ANG convention. It promised that it would return the money if it fails to win support.

The board voted a \$15 salary increase for International Affairs Director Richard P. Davis.



JOE HOLT ANDERSON, JR.

Guild Wins 2 Votes In Puerto Rico

San Juan, P.R.—The Puerto Rico Guild last week won twin representation elections to gain bargaining rights at two radio stations and a maintenance unit at the Spanish-language daily El Imparcial.

Nontechnical broadcasting and clerical employees of radio stations WRTA in San Juan and WRJS in San German voted 6 to 5 for the Guild.

The maintenance unit, consisting of 11 skilled-trades employees, voted unanimously for the Guild.

Both radio stations and the real-estate company employing the maintenance group are under the same ownership as El Imparcial, Puerto Rico's second-largest daily, where the Guild has represented more than 100 editorial, advertising, commercial, janitorial and inside circulation employees since 1964.

The Guild filed representation petitions with the board for both of last week's elections Jan. 13.

Guild Loses Vote At L.A. Weeklies

Los Angeles, Calif.—Advertising employees of the News-Advertiser group of weekly and semi-weekly papers voted 17 to 13 Feb. 16 against representation by the Los Angeles Guild.

The company waged an intensive anti-Guild campaign, including interrogation of employees, interviews outside the polling place and luncheon sessions on election day.

The National Labor Relations Board was to hold a hearing today on a Los Angeles Local petition to represent up to 80 outside circulation dealers at the Hollywood Citizen-News and Valley Times.

The papers, whose editorial employees already are represented by the Guild, are contesting the dealers' right to form a bargaining unit.

Guild Braces For Strike As Talks Begin At UPI

New York City—Wire Service Guild negotiators opened bargaining with United Press International Feb. 14 armed with a solid mandate for change from UPI Guildsmen.

A survey showed that members are willing to strike if necessary to achieve major contract goals, a Guild bulletin said.

After a week of bargaining the Guild negotiating committee warned that it might very well be necessary, announcing the immediate beginning of prepa-

Guild Service Wins Award For Anderson

Joe Holt Anderson, Jr., outgoing president of the Washington-Baltimore Guild, last week was named winner of ANG's annual Guild Service Award.

Anderson, one of the chief architects of the Washington-Baltimore merger, led the combined local through two major strikes and to breakthrough wage settlements at Washington's three dailies.

Anderson was chosen unanimously by the three judges, International Vice Presidents Barney Peterson and Noel Wical and Research and Information Director Ellis T. Baker.

The other two nominees for the award—a scholarship of up to \$1,000 in trade-union education—were Jose Stell, former president of the San Jose Guild, and Joseph Serge, chairman of the Toronto Guild's Oshawa Times Unit.

"It was a very difficult decision," Peterson said in announcing the award at an International Executive Board session Feb. 16.

The San Jose Guild had cited Stell for leading the negotiating committee that won its recent \$200 settlement at the San Jose Mercury and News and for outstanding work at all levels of local administration, including picket-captain duty in the protracted San Jose strike of 1959.

Serge, chairman of the Oshawa Unit since its formation in 1963, has borne the burdens of organizing, grievance handling and prosecuting last year's 15-day strike against the Oshawa Times, the Toronto Guild said in its nomination.

Of Anderson's 730 days in office, Peterson noted, 259 were spent in strikes against the Baltimore Sunpapers and the Bureau of National Affairs.

During his administration the Baltimore and Washington Guilds were strengthened by their merger, initial union security was won in both Baltimore and Washington, and the highest key newspaper minimums in the Guild were won at the Washington Post, Star and News.

Anderson was previously nominated for the Service Award in 1956 as a member of the Twin Cities Guild. He was chairman of the Minneapolis Star and Tribune Unit in 1957 and local secretary in 1958.

He transferred to the Washington Guild in 1959, becoming Post Unit chairman in 1962 and local president in 1965. He is assistant news editor at the Post.

He has been a delegate to five ANG conventions, serving as Finance Committee chairman in 1965 and 1966.

25 Guild Jobs To Be Cut As AP Slashes San Francisco Bureau

San Francisco, Calif.—Forty jobs, 25 of them in Guild jurisdiction, went on the chopping block Feb. 14 as Associated Press announced plans to cut its major San Francisco bureau to a fourth of its present size by June 1.

The Wire Service Guild was

scheduled to meet with AP management in New York today to protest the move, which the local branded a "Valentine's Day massacre."

The San Francisco bureau is to be reduced to a satellite of the Los Angeles bureau, which will

take over San Francisco's photo, radio and filing operations and become the West Coast's sole funnel for AP news to and from the East.

In cutting San Francisco personnel from 56 to 16, the company proposed transfer or retirement for 14 of 25 newsmen, two of three photo editors and all three photo printers. Five of six office boys as well as the telephone operator are to be fired.

AP also plans to fire four Wirephoto operators and six Teletype punchers under Commercial Telegraphers' Union jurisdiction and to transfer five others.

In addition to regular severance pay the Guild is claiming up to eight weeks' extra pay for photo employees under the contract's automation clause, noting that the photo cutback was triggered by installation of automated Wirephoto machines in member newspapers.

The CTU, meanwhile is weighing arbitration over introduction of the facsimile machine.

The Guild, in a bulletin signed by Robert M. Crocker, local president, denounced the move as "a naked display" of AP management's "arrogance and its disdain for the employees' wellbeing and peace of mind."

It recalled that in contract negotiations last December the Guild had been assured no such drastic change was contemplated.

The reorganization will give Los Angeles San Francisco's place as AP's fourth largest bureau, behind New York, Washington and Chicago.

The Guild Reporter



ELLIS T. BAKER, Editor
and
Director of Research & Information

DAVID J. EISEN, Associate Editor

Published by the American Newspaper Guild (AFL-CIO, CLC), the second and fourth Fridays of each month, \$3 per year. Single copies, 15c. Guild Reporter deadline at 1126 16th St., N.W., Washington, D.C. 20036. News, the Monday preceding publication; advertising, features and letters, Friday preceding publication. Letters limited to 200 words by ANG convention action.

Vol. XXXIV, No. 5

February 24, 1967

American Newspaper Guild

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